

PERSONNELNepotism: Employment/Supervision of RelativesA. Employment

Restrictions on the employment of persons related to members of the Stafford County School Board or to the division superintendent are established in the legal reference to this policy.

B. Supervision

No administrator or any other person in a supervisory position shall have under their direct supervision any employee whose relationship is of first or second degree either by blood or marriage.

In the event of a promotion which brings about the conditions described above, the employee who would otherwise be supervised by a relative shall be transferred to another position for which he/she is qualified and where a vacancy has occurred.

Legal Reference: Through June 30, 1997

Code of Va., §2.1-639.16. Additional provisions applicable to school boards, and employees of school boards.—Notwithstanding any other provision of this chapter, it shall be unlawful for the school board of any county or city or of any town constituting a separate school division to employ or pay any teacher or other school board employee from the public funds, federal, state or local, or for a division superintendent to recommend to the school board the employment of any teacher or other employee, if the teacher or other employee is the father, mother, brother, sister, spouse, son, daughter, son-in-law, daughter-in-law, sister-in-law or brother-in-law of the superintendent, or of any member of the school board.

This section shall apply to any person employed by any school board in the operation of the public free school system, adult education programs or any other program maintained and operated by a local county, city or town school board.

This section shall not apply to any person within such relationship who has been (i) employed pursuant to a written

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contract with a school board or employed as a substitute teacher or teacher's aide by a school board prior to the

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taking of office of any member of such board or division superintendent of schools; (ii) who has been employed pursuant to a written contract with a school board or employed as a substitute teacher or teacher's aide by a school board prior to the inception of such relationship; or (iii) who was employed by a school board at any time prior to June 10, 1994, and who had been employed at any time as a teacher or other employee of any Virginia school board prior to the taking of office of any member of such school board or division superintendent of schools. A person employed as a substitute teacher may not be employed to any greater extent than he was employed by the school board in the last full school year prior to the taking of office of such board member or division superintendent or to the inception of such relationship. The exceptions in this paragraph shall apply only if the prior employment has been in the same school division where the employee and the superintendent or school board member now seek to serve simultaneously.

If any member of the school board or any division superintendent knowingly violates these provisions, he shall be personally liable to refund to the local treasury any amounts paid in violation of this law, and the funds shall be recovered from the individual by action or suit in the name of the Commonwealth on the petition of the attorney for the Commonwealth. Recovered funds shall be paid into the local treasury for the use of the public schools. (1987, Sp. Sess., c. 1; 1994, c. 758; 1995, c. 186.)

Adopted by School Board: March 24, 1987
Amended by School Board: June 9, 1992

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Amended by School Board: August 26, 1997